

City of Bedford

City Council Regular Meeting & Public Hearing

October 16, 2023

7:00 P.M.

Minutes

Public Hearing-Consideration of Proposed Sanitation Rates and Charges-Collection and Disposal of Trash, Garbage, and Refuse-Misty Adams

City Attorney Greg Pittman opened the hearing for any public comments concerning the proposed increase in the sanitation rates and charges for the collections and disposal of trash, garbage and refuse.

With there being no public comments, the Public Hearing was closed.

Prayer: Judy Carlisle

Pledge of Allegiance: Angel Hawkins

Call to Order: Mayor Samuel J. Craig

The Common Council of the City of Bedford, Indiana met for a Regular City Council Meeting on October 16, 2023, at 7:00 P M at Stonegate Arts & Education Center. Honorable Mayor Samuel J. Craig presided and called the meeting to order.

Members in attendance:

- Judy Carlisle
- Larry Hardman
- Dan Bortner
- Brad Bough
- Angel Hawkins

Members in absent:

- Ryan Griffith
- Penny May

Reading/Approval of Minutes:

September 18, 2023 – Regular Meeting

- Larry Hardman made the motion to approve the minutes,
- Judy Carlisle seconded the motion,
- *All votes were in favor of the motion. No One Opposed, Passed*

Old Business:

1. Tabled -3rd & Final Passage -Ordinance 16-2023 -Approving Base Salaries for Police, Firefighters, Appointive Official and Employees and Approval Additional Compensation of Elected and Appointed Officials for the Years of 2024-Billie

- No changes were made for the final passage.
- Brad Bough made the motion for the third and final passage for Ordinance 16-2023,
- Angel Hawkins seconded the motion,
- *Third and Final Passage for Ordinance 16-2023, All votes in favor of the motion, No One Opposed, Passed*

ORDINANCE NO. 16 -2023

AN ORDINANCE APPROVING BASE SALARIES FOR POLICE, FIREFIGHTERS, APPOINTIVE OFFICERS AND EMPLOYEES, AND APPROVING ADDITIONAL COMPENSATION OF ELECTED AND APPOINTED OFFICIALS OF THE CITY OF BEDFORD, INDIANA FOR THE PAY PERIOD BEGINNING DECEMBER 23, 2023 THROUGH THE PAY PERIOD ENDING DECEMBER 20, 2024

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

SECTION 1. That the base salaries and wages of all employees and appointive officials of the City of Bedford, as heretofore fixed by the Mayor and the Clerk-Treasurer, of the City of Bedford, and the Bedford Park and Recreation Board, be approved as follows:

Salaried positions are based on working 40 hours per week.

	2024 Rates	
Street Commissioner.....	\$ 2,618.11	Bi-Weekly
Director of Parks and Recreation.....	\$ 2,618.11	Bi-Weekly
Plan Commissioner	\$ 2,642.35	Bi-Weekly
Utilities Director.....	\$ 2,666.60	Bi-Weekly
Transportation Director.....	\$ 2,569.63	Bi-Weekly
Business & Community Development Director.....	\$ 2,618.11	Bi-Weekly
Director of Administrative Services.....	\$ 2,642.35	Bi-Weekly
1st Deputy Clerk-Treasurer& Grant Clerk.....	\$ 2,172.19	Bi-Weekly
City Attorney.....	\$ 1,396.15	Bi-Weekly
City Engineer.....	\$ 1,050.04	Bi-Weekly
2nd Deputy /Payroll Clerk-Treasurer.....	\$ 2,191.00	Bi-Weekly
Assistant Street Commissioner.....	\$ 27.22	Hourly
Assistant Planning Commissioner.....	\$ 27.22	Hourly
Assistant Utilities Director.....	\$ 27.22	Hourly
Inspector.....	\$ 24.49	Hourly
Stormwater Coordinator.....	\$ 24.49	Hourly
Mayor's Assistant.....	\$ 2,281.42	Bi-Weekly
Operations Manager.....	\$ 27.22	Hourly
Fleet/Facilities Manager.....	\$ 27.22	Hourly
Recreation Director.....	\$ 27.22	Hourly
Assistant Recreation Director.....	\$ 26.48	Hourly
Recreation Programmer.....	\$ 15.26	Hourly
Golf Professional	\$ 2,264.99	Bi-Weekly
Filtration Plant Superintendent.....	\$ 28.07	Hourly
Distribution System Superintendent.....	\$ 28.07	Hourly
Distribution System Supervisor.....	\$ 26.48	Hourly
Waste Water Plant Superintendent.....	\$ 28.07	Hourly
Assistant Plant Superintendent.....	\$ 26.48	Hourly
Plant Operator Licensed Class 1.....	\$ 24.91	Hourly
Plant Operator Licensed Class 2.....	\$ 24.20	Hourly
Water WTS Licensed Class 1.....	\$ 24.91	Hourly
Water WTS Licensed Class 2.....	\$ 24.20	Hourly
Plant Operator Class 3.....	\$ 23.51	Hourly
Plant Operator Class 4.....	\$ 22.73	Hourly
Water/Sewer Distribution Maintenance Class 1.....	\$ 24.20	Hourly
Water/Sewer Distribution Maintenance Class 2.....	\$ 23.51	Hourly
Water/Sewer Distribution Maintenance Class 3.....	\$ 22.73	Hourly
Water/Sewer Distribution Maintenance Class 4.....	\$ 21.91	Hourly
Water/Sewer Distribution Maintenance Class 5.....	\$ 21.17	Hourly
Storm Water Maintenance Class 1.....	\$ 24.20	Hourly
Storm Water Maintenance Class 2.....	\$ 23.51	Hourly
Storm Water Maintenance Class 3.....	\$ 22.73	Hourly
Storm Water Maintenance Class 4.....	\$ 21.91	Hourly
Storm Water Maintenance Class 5.....	\$ 21.17	Hourly

Meter Readers Class 1.....	\$ 23.51	Hourly
Meter Readers Class 2.....	\$ 22.73	Hourly
Meter Readers Class 3.....	\$ 21.91	Hourly
Meter Readers Class 4.....	\$ 21.17	Hourly
Project/Inventory Coordinator - Class 1.....	\$ 24.20	Hourly
Project/Inventory Coordinator - Class 2.....	\$ 23.51	Hourly
Project/Inventory Coordinator - Class 3.....	\$ 22.73	Hourly
Truck Drivers - Class 1.....	\$ 24.20	Hourly
Truck Drivers - Class 2.....	\$ 23.51	Hourly
Truck Drivers - Class 3.....	\$ 22.73	Hourly
Truck Drivers - Class 4.....	\$ 21.91	Hourly
Truck Drivers - Class 5.....	\$ 21.17	Hourly
Bus Driver - Class 1.....	\$ 24.20	Hourly
Bus Driver - Class 2.....	\$ 23.51	Hourly
Bus Driver - Class 3.....	\$ 22.73	Hourly
Bus Driver - Class 4.....	\$ 21.91	Hourly
Bus Driver - Class 5.....	\$ 21.17	Hourly
Humane Officer - Class 1.....	\$ 22.66	Hourly
Humane Officer - Class 2.....	\$ 21.86	Hourly
Humane Officer - Class 3.....	\$ 21.14	Hourly
Humane Officer - Class 4.....	\$ 20.56	Hourly
Humane Officer - Class 5.....	\$ 20.33	Hourly
Laborer - Class 1.....	\$ 22.00	Hourly
Laborer - Class 2.....	\$ 21.24	Hourly
Laborer - Class 3.....	\$ 20.48	Hourly
Laborer - Class 4.....	\$ 19.69	Hourly
Laborer - Class 5.....	\$ 18.92	Hourly
Skilled Labor - Class 1.....	\$ 22.67	Hourly
Skilled Labor - Class 2.....	\$ 21.88	Hourly
Skilled Labor - Class 3.....	\$ 21.13	Hourly
Skilled Labor - Class 4.....	\$ 20.32	Hourly
Skilled Labor - Class 5.....	\$ 18.55	Hourly
Packer Operator - Class 1.....	\$ 24.20	Hourly
Packer Operator - Class 2.....	\$ 23.51	Hourly
Packer Operator - Class 3.....	\$ 22.73	Hourly
Packer Operator - Class 4.....	\$ 21.91	Hourly
Packer Operator - Class 5.....	\$ 21.17	Hourly
Golf Course Superintendent.....	\$ 27.22	Hourly
Assistant Golf Course Superintendent.....	\$ 26.48	Hourly
Park Maintenance Superintendent.....	\$ 27.22	Hourly
Park Maintenance Assistant Superintendent.....	\$ 26.48	Hourly
Mechanic - Class 1.....	\$ 23.81	Hourly
Mechanic - Class 2.....	\$ 23.10	Hourly
Mechanic - Class 3.....	\$ 22.28	Hourly
Mechanic - Class 4.....	\$ 21.46	Hourly
Custodian - Class 1 (FT/PT).....	\$ 20.12	Hourly
Custodian - Class 2 (FT/PT).....	\$ 19.34	Hourly
Custodian - Class 3 (FT/PT).....	\$ 18.55	Hourly
Custodian - Class 4 (FT/PT).....	\$ 16.43	Hourly
Office Manager - Class 1.....	\$ 24.49	Hourly
Office Manager - Class 2.....	\$ 23.66	Hourly
Office Manager - Class 3.....	\$ 22.87	Hourly
Office Manager - Class 4.....	\$ 22.08	Hourly
Office Manager - Class 5.....	\$ 21.35	Hourly
Clerk - Class 1.....	\$ 19.34	Hourly
Clerk - Class 2.....	\$ 18.55	Hourly
Clerk - Class 3.....	\$ 17.79	Hourly
Clerk - Class 4.....	\$ 17.00	Hourly
Clerk - Class 5.....	\$ 16.22	Hourly
Clerk - Class 6.....	\$ 15.46	Hourly
Clerk - Class 7.....	\$ 15.07	Hourly

Auditor.....	\$ 27.22	Hourly
Part-Time Code Enforcer.....	\$ 20.00	Hourly
Radio Dispatch Supervisor.....	\$ 24.68	Hourly
Radio Dispatcher - Class 1.....	\$ 21.69	Hourly
Radio Dispatcher - Class 2.....	\$ 20.97	Hourly
Radio Dispatcher - Class 3.....	\$ 20.27	Hourly
Radio Dispatcher - Class 4.....	\$ 19.57	Hourly
Radio Dispatcher - Class 5.....	\$ 18.82	Hourly
Part-Time Radio Dispatcher Class 1.....	\$ 21.28	Hourly
Part-Time Radio Dispatcher Class 2.....	\$ 20.68	Hourly
Part-Time Radio Dispatcher Class 3.....	\$ 20.06	Hourly
Part-Time Radio Dispatcher Class 4.....	\$ 19.47	Hourly
Part-Time Radio Dispatcher Class 5.....	\$ 18.91	Hourly
Part-Time Radio Dispatcher Class 6.....	\$ 18.35	Hourly
Part-Time Radio Dispatcher Class 7.....	\$ 17.82	Hourly
Radio Dispatcher/DACS Coordinator.....	\$ 23.30	Hourly
Temporary Labor - Class 1.....	\$ 11.84	Hourly
Temporary Labor - Class 2.....	\$ 11.34	Hourly
Temporary Labor - Class 3.....	\$ 10.94	Hourly
Temporary Labor - Class 4.....	\$ 10.50	Hourly
Temporary Labor - Class 5.....	\$ 10.05	Hourly
Temporary Labor - Class 6.....	\$ 9.62	Hourly
Temporary Labor - Class 7.....	\$ 9.19	Hourly
Temporary Labor - Class 8.....	\$ 9.00	Hourly
Temporary Labor - Class 9.....		Current Minimum Wage
Pool Manager.....	\$ 18.08	Hourly
Assistant Pool Manager.....	\$ 16.87	Hourly
Temporary Clerk - Class 1.....	\$ 15.95	Hourly
Temporary Clerk - Class 2.....	\$ 15.26	Hourly
Temporary Clerk - Class 3.....	\$ 14.55	Hourly
Temporary Clerk - Class 4.....	\$ 13.87	Hourly
Temporary Clerk - Class 5.....	\$ 13.16	Hourly
Temporary Clerk - Class 6.....	\$ 12.44	Hourly
Temporary Clerk - Class 7.....	\$ 11.89	Hourly
Temporary Clerk - Class 8.....	\$ 11.12	Hourly
Temporary Clerk - Class 9.....	\$ 10.51	Hourly
Temporary Clerk - Class 10.....	\$ 9.83	Hourly
Temporary Clerk - Class 11.....	\$ 9.41	Hourly
Temporary Clerk - Class 12.....	\$ 9.00	Hourly
Temporary Clerk - Class 13.....		Current Minimum Wage
Lifeguard - Class 1.....	\$ 13.79	Hourly
Lifeguard - Class 2.....	\$ 13.23	Hourly
Cashier - Class 1.....	\$ 10.82	Hourly
Cashier - Class 2.....	\$ 10.50	Hourly
Cashier - Class 3.....	\$ 10.05	Hourly
Cashier - Class 4.....	\$ 9.62	Hourly
Cashier - Class 5.....	\$ 9.19	Hourly
Cashier - Class 6.....	\$ 9.00	Hourly
Cashier - Class 7.....		Current Minimum Wage
Plan Commission Board.....	\$ 57.98	Monthly
Board of Zoning Appeals.....	\$ 57.98	Monthly
Park Board.....	\$ 57.98	Monthly
Technically Skilled Labor - Class 1.....	\$ 24.75	Hourly
Technically Skilled Labor - Class 2.....	\$ 23.99	Hourly
Technically Skilled Labor - Class 3.....	\$ 23.17	Hourly
Technically Skilled Labor - Class 4.....	\$ 22.42	Hourly
Heavy Equipment Operator - Class 1.....	\$ 24.75	Hourly
Heavy Equipment Operator - Class 2.....	\$ 23.99	Hourly
Heavy Equipment Operator - Class 3.....	\$ 23.17	Hourly
Heavy Equipment Operator - Class 4.....	\$ 22.42	Hourly
Maintenance Men - Class 1.....	\$ 24.20	Hourly

Maintenance Men - Class 2.....	\$ 23.51	Hourly
Maintenance Men - Class 3.....	\$ 22.73	Hourly
Maintenance Men - Class 4.....	\$ 21.91	Hourly
Maintenance Men - Class 5.....	\$ 21.17	Hourly
Crossing Guards - Class 1.....	\$ 37.77	Daily
Crossing Guards - Class 2.....	\$ 30.23	Daily
Crossing Guards - Class 3.....	\$ 19.65	Daily

PUBLIC SAFETY

Chief of Police.....	\$ 2,766.80	Bi-Weekly
Assistant Chief - Colonel.....	\$ 2,664.59	Bi-Weekly
Major.....	\$ 2,625.17	Bi-Weekly
Captain.....	\$ 2,527.22	Bi-Weekly
Lieutenant.....	\$ 2,311.49	Bi-Weekly
Sergeant.....	\$ 2,248.81	Bi-Weekly
Corporal.....	\$ 2,227.49	Bi-Weekly
Police Officer 1st Class.....	\$ 2,206.86	Bi-Weekly
Police Officer 2nd Class.....	\$ 2,186.08	Bi-Weekly
Police Officer 3rd Class.....	\$ 2,166.00	Bi-Weekly
Fire Chief.....	\$ 2,766.80	Bi-Weekly
Deputy Chief.....	\$ 2,664.59	Bi-Weekly
Battalion Chief.....	\$ 2,625.17	Bi-Weekly
Captain.....	\$ 2,527.22	Bi-Weekly
Lieutenant.....	\$ 2,311.49	Bi-Weekly
Fire Inspector Class 1.....	\$ 2,527.22	Bi-Weekly
Fire Inspector Class 2.....	\$ 2,397.58	Bi-Weekly
Fire Inspector Class 3.....	\$ 2,311.49	Bi-Weekly
Senior Firefighter.....	\$ 2,248.81	Bi-Weekly
Firefighter (First Class).....	\$ 2,206.86	Bi-Weekly
Firefighter (Second Class).....	\$ 2,186.08	Bi-Weekly
Firefighter (Third Class).....	\$ 2,166.00	Bi-Weekly

SECTION 2. In the event that an employee of another city department is also employed by the Department of Transportation, then, and in that event, such employee's regular salary from such other city department shall be reduced by an amount equal to the amount received by such employee from the Department of Transportation.

SECTION 3. All civilian employees of the Police and Fire Departments, who are required to be on duty on a holiday (all holidays under this section shall be such day or days as shall be designated as a holiday by the City of Bedford's personnel policy or by the Mayor of the City of Bedford) shall be granted one (1) compensatory day off in addition to such employee's regular days off. Such compensatory day off to be determined by the Chief of such employee's department.

SECTION 4. That the additional compensation of the appointed officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant, Water Works Department and the Storm Water Department of the City of Bedford, as previously fixed by the Board of Public Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

Sewer Department and Sewage Disposal Plant

City Attorney.....	\$ 230.66	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 186.60	Bi-Weekly
City Engineer.....	\$ 106.55	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally afrom the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

Water Works Department

City Attorney.....	\$ 104.28	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 186.60	Bi-Weekly
City Engineer.....	\$ 106.55	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

WATER DEPARTMENT

City Engineer.....	\$ 106.55	Bi-Weekly
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SECTION 5. That Utilities Director and Assistant Utilities Director shall receive 42% from the Water Department and 58% from the Sewer Department divided as 42% for sewer fund, 8% for trash fund and 8% for storm water fund. The Auditor, Office Managers, Water/Sewer Superintendents, Water/Sewer Distribution employees, Heavy Equipment Operators, Meter Readers, Maintenance Employees, Clerks, Project Inventory Coordinators and Custodian employed by the City Utility shall receive one-half of the base wage from the Sewer Department fund and one-half of the base wage from the Water Department fund.

SECTION 6. That all employees of the City of Bedford shall be eligible to participate in the group health insurance plan as approved by the Bedford Board of Public Works & Safety.

The City shall pay 100% of the Dental Insurance.
Unless specifically modified herein, all other parts of Ordinance 16-2023 shall remain in full force and effect.

City of Bedford United Health Care (AIM Trust)
January 1, 2024 - December 31, 2024

Plan 1 - \$1,500 Deductible (PPO)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$970.69	\$2,523.80	\$ 1,912.25	\$2,776.16
*Employer Monthly	\$773.61	\$2,011.36	\$ 1,523.98	\$2,212.49
Employee Monthly	\$197.08	\$512.44	\$388.27	\$563.67
*Employee Per Pay	\$98.54	\$256.22	\$194.14	\$281.84

Plan 2 - \$3,500 HDHP (High Deductible Health Plan) with HSA (Health Savings Account)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$775.05	\$2,015.12	\$1,528.83	\$2,216.62
*Employer Monthly	\$683.02	\$1,730.80	\$1,305.78	\$1,905.90
Employee Monthly	\$112.03	\$284.52	\$221.05	\$310.72
*Employee Per Pay	\$56.02	\$142.26	\$110.52	\$155.36
Employer Contribution to HSA	\$1,000.00	\$2,000.00	\$2,000.00	\$2,000.00

SECTION 7. That eligible employees may voluntarily participate in the City of Bedford wellness program. The employee will present this testing information to a physician. The physician has to sign off on reviewing the test results. The employee may also receive benefits by providing documentation of Preventative Care Services. It is the employee's responsibility to have all documents turned in by January 31, 2024 to the Clerk Treasurers Office/ HR Office.

Any employee not having their healthcare provider statement executed and turned in by January 31, 2024 will forfeit their wellness credits as of January 1, 2024. The employee will receive a reduction in their health insurance premium reference the point system, which is withheld twice per month for active employees. *Note: The Wellness benefit is not included in numbers listed above. A participating active employee may ultimately receive a reduction of \$105.00 per withholding (twice monthly at \$52.50 a pay). This reduction only applies to the member and his/her participation; it is not available to spouses or dependents. The City of Bedford reserves the right to suspend the reduction in premiums for active employees. This health screen

will be administered annually and the applicable employee reduction will be in effect from January 1 – December 31 of the following calendar year

The City shall reimburse its employees up to One Hundred Fifty Dollars (\$150.00) annually for gym membership expenses incurred by the employee. Reimbursement shall be made toward expenses incurred at a professional gym whose principal business is exercise and physical fitness training. Employees must present receipts for expenses incurred to the City Clerk-Treasurer for reimbursement to occur. The annual reimbursement allowance shall be calculated for each employee for expenses incurred between January 1 and December 31 each year. Employees shall be reimbursed one time per year when receipts total One Hundred Fifty Dollars (\$150.00).

SECTION 8. That employees of the Bedford Street Department who specialize in Animal Control, Bedford City Utilities, Park and Otis Departments who are "on call" to provide emergency after hours coverage, and Bedford Police Department criminal investigation division employees who are required to serve in an on call capacity after hours are hereby entitled to "on call" pay as provided by Resolution 3-2014, passed and adopted on the 18th day of August, 2014 as amended by Resolution 4-2014, passed and adopted on the 15th day of December 2014 as amended by Resolution 2-2016 passed and adopted the 28th day of September, 2016 as amended by Resolution 5-2016 passed and adopted the 21st day of November, 2016 by the Board of Public Works and Safety. The following schedule shall be used to compensate said employees:

Street Department, Parks and Otis Departments, Bedford City Utilities & Police Department "On Call" pay..... \$ 0.69 Hourly

SECTION 9. That all Firefighters and Police Officers shall receive an annual clothing allowance not to exceed \$900.00 during years 2 & 3 of service. Beginning in year 4 of service said clothing allowance shall be reduced to the State minimum requirement of \$200.00 and the remaining \$700.00 will be added to longevity pay which will begin in year 4 of service & there after. Said Clothing Allowance shall be paid twice a year, once in June and once in December and shall be subject to all payroll withholdings except receipts applied to the accountable plan.

SECTION 10. That all Police and Firefighters who are required to be on duty on a holiday shall be granted one (1) compensatory day off in addition to such employees regular day off, such compensatory day off to be determined by the Chief of Police and the Fire Chief. All compensatory days off earned under this section shall be used within one year from the date of the holiday. Should an employee who is scheduled to work a holiday elect to take such holiday off, the day off shall be considered as his/her compensatory day, and no other compensatory day shall be due the employee for that particular holiday. The normal shift manning rules shall apply to any holiday.

SECTION 11. That the salaries approved in Section 1 herein-above be provided for in the budget for the City of Bedford for the year of 2024.

SECTION 12. That from and after January 1, 2024, all salaries of employees and officials, both elected and appointed, and all hourly rated employees of the City of Bedford shall be paid every two weeks on Friday.

SECTION 13. a) That each Firefighter and Police Officer employed by the City of Bedford shall be eligible for and shall receive additional Length of Service compensation based upon the consecutive number of years of service by each of them. The following schedule shall be used to determine the amount of said Length of Service Compensation Payment:

Beginning 4th year.....	\$ 65.92	Bi-Weekly
Beginning 5th year.....	\$ 69.02	Bi-Weekly
Beginning 6th year.....	\$ 73.32	Bi-Weekly
Beginning 7th year.....	\$ 77.04	Bi-Weekly
Beginning 8th year.....	\$ 80.74	Bi-Weekly
Beginning 9th year.....	\$ 84.44	Bi-Weekly
Beginning 10th year.....	\$ 88.14	Bi-Weekly
Beginning 11th year.....	\$ 91.84	Bi-Weekly
Beginning 12th year.....	\$ 95.55	Bi-Weekly
Beginning 13th year.....	\$ 99.25	Bi-Weekly
Beginning 14th year.....	\$ 102.96	Bi-Weekly
Beginning 15th year.....	\$ 106.66	Bi-Weekly
Beginning 16th year.....	\$ 110.37	Bi-Weekly
Beginning 17th year.....	\$ 114.07	Bi-Weekly
Beginning 18th year.....	\$ 117.77	Bi-Weekly
Beginning 19th year.....	\$ 121.47	Bi-Weekly
Beginning 20th year.....	\$ 125.18	Bi-Weekly

b) Said Length of Service Compensation shall be paid to an eligible employee commencing with the first payroll following the beginning year of day of employment of the employee. Such payment shall be paid over the ensuing 12 months as part of the regular payroll and shall be subject to all regular payroll withholding.

c) Length of Service Compensation Payment for all Police Officers and Firefighters employed by the City of Bedford prior to August 1, 1984, shall be based upon the total number of years of service by each of them.

SECTION 14.

The Police Department and Fire Department have an Overtime/Compensation line item and will disburse the monies to employees according to the guidelines set forth in the Fire Department and Police Department SOP for Overtime/Compensation.

SECTION 15. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.


Passed and adopted by the Common Council of the City of Bedford, Indiana, at a regular meeting held this 16 day of October, 2023.


Samuel J. Craig, Presiding Officer

ATTEST:


Billie Turney, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 16 day of October, 2023


Billie Turney, Clerk Treasurer

Approved and signed by me this 16 day of October, 2023.


Samuel J. Craig, Mayor

ATTEST:


Billie Turney, Clerk Treasurer

2. Tabled -3rd & Final Passage Ordinance 17-2023-Establishing The Salaries of Elected Officials for the Year 2024-Billie Tumey

- No changes were made for the final passage.

- Dan Bortner made the motion for the third and final passage for Ordinance 17-2023,
- Larry Hardman seconded the motion,
- ***Third and Final Passage for Ordinance 17-2023, All votes in favor of the motion, No One Opposed, Passed***

ORDINANCE NO.17 -2023
Ordinance Establishing the Salaries of
Elected Officials of the City of Bedford,
Indiana for the Year 2024

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

Section 1. That the annual salaries of the Mayor, the Clerk-Treasurer and each member of the Common Council of the City of Bedford, Indiana, payable from the General Fund of said City, are hereby fixed and shall be in the following amounts indicated below:

Annual salary of the Mayor:

Bi-Weekly \$ 2,592.49 for fiscal year 2024

Annual salary of the Clerk-Treasurer:

Bi-Weekly \$ 2,121.50 for fiscal year 2024

Annual salary of each member of the Common Council:

Monthly \$ 611.85 for fiscal year 2024

Common Council member appointed to Plan Commission Board

Monthly \$ 59.08 for fiscal year 2024

Section 2. That the additional compensation of the elected officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant and the Water Works Department of the City of Bedford, as previously fixed by the Board of Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

SEWER DEPARTMENT & SEWAGE DISPOSAL PLANT

Mayor.....\$302.50 BI-WEEKLY
Clerk-Treasurer.....\$321.09 BI-WEEKLY

WATER WORKS DEPARTMENT

Mayor.....\$302.50 BI-WEEKLY
Clerk-Treasurer.....\$321.09 BI-WEEKLY

Section 3. This ordinance shall be in effect from and after its passage and shall be effective as to the salaries provided for herein on and after January 1, 2024.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at its regular meeting held this 16 day of October, 2023.

**3. Tabled -3rd & Final Passage Ordinance 18-2023-Appropriations and Tax Rates-
Adoption of the 2024 Budget- Billie Tumey**

- No changes were made to the final passage of the 2024 Budget.

- Judy Carlisle made the motion for the third and final passage for Ordinance 18-2023,
- Angel Hawkins seconded the motion,
- ***Third and Final Passage for Ordinance 18-2023, All votes in favor of the motion, No One Opposed, 2024 Budget Passed***

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 9/14/2023 10:13:44 AM

Ordinance / Resolution Number: 18-2023

Be it ordained/resolved by the **Bedford City Council** that for the expenses of **BEDFORD CIVIL CITY** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **BEDFORD CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Bedford City Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Bedford City Council	Common Council and Mayor	10/16/2023

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0101	GENERAL	\$13,076,413	\$7,100,000	1.4972
0341	FIRE PENSION	\$565,700	\$0	0.0000
0342	POLICE PENSION	\$554,950	\$0	0.0000
0706	LOCAL ROAD & STREET	\$120,000	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$2,691,800	\$1,975,500	0.4166
1303	PARK	\$2,308,924	\$2,190,000	0.4618
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$50,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$400,000	\$370,000	0.0780
		\$19,767,787	\$11,635,500	2.4536

Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9500	ARP AMERICAN RESCUE PLAN	\$2,994,197
9501	OTIS TRUST FUND	\$5,000
9502	N/R JOHN LOWERY POOL	\$43,500
9503	PARK N/R FUND	\$102,450
9504	N/R TRANSIT CAP IMP FUND	\$100,000
9505	N/R GOLF CARTS	\$63,751
9506	N/R OTIS PARK	\$128,500
9507	Fire Prevention Fund	\$3,500
9509	TIF BOND & INTEREST	\$600,000
9510	LAW ENFORCEMENT CONT EDUCATION	\$27,700
9524	LOIT FOR PUBLIC SAFETY	\$1,209,800
		\$5,278,398

New Business

1. Ordinance 19-2023 -Amending Salary Ordinance 3-2023-Denise Henderson

- Denise Henderson stated that the 2023 Salary Ordinance needs to have two amendments.
 - The first amendment is to add the Fire Training Officer Class 1-3. The closest lateral position is Fire Inspector, cost neutral.
 - Chief Terry Moore presented the second amendment.
 - The amendment/proposal addresses the staff shortage the police department is currently dealing with. The funds to support the proposal are currently in the police budget.
 - A sign-on bonus for new hires and a lateral bonus for officers that may come from another department. This is to try and attract applicants to the department.
 - Chief Moore is requesting approval to use funds that we currently have left in the budget due to the short staff. It is time that we do something just to stay up with others.
 - It took a year to hire the officer that was hired two months ago. We can't keep losing people and it taking a year to hire new officers. The department is currently 3 officers short.
 - Clerk Treasurer Billie Tumey confirmed that funding is available in the police office payroll line due to being short staffed. There is well over \$100,000.
 - Clerk/Treasurer Tumey consulted with DLGF and SBOA representatives, to confirm that a portion of funds from 2023 may encumbered to 2024 for the bonus policy, when approved by the City Council.
 - Chief Moore stated that with the four officers on leave, three short plus two in training, there are 9 officers short on the road right now.
 - Asking for a suspension to the rules for third and final passage today due to the importance of the amendments.
-
- Brad Bough made the motion to approve the first Passage of Ordinance 19-2023
 - Angel Hawkins seconded the motion,
 - Larry Hardman made the motion to approve the second Passage of Ordinance 19-2023
 - Judy Carlisle seconded the motion,
 - Brad Bough made the motion to suspend the rules consider a third passage,
 - Dan Bortner seconded the motion. All votes in favor
 - Judy Carlisle made the motion for third and final passage.
 - Brad Bough seconded the motion.
 - ***All votes were in favor, No One Opposed, Motion to Approved***

ORDINANCE NO. 19-2023

AN ORDINANCE APPROVING BASE SALARIES FOR POLICE, FIREFIGHTERS, APPOINTIVE OFFICERS AND EMPLOYEES, AND APPROVING ADDITIONAL COMPENSATION OF ELECTED AND APPOINTED OFFICIALS OF THE CITY OF BEDFORD, INDIANA FOR THE PAY PERIOD BEGINNING DECEMBER 24, 2022 THROUGH THE PAY PERIOD ENDING DECEMBER 22, 2023

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

SECTION 1. That the base salaries and wages of all employees and appointive officials of the City of Bedford, as heretofore fixed by the Mayor and the Clerk-Treasurer, of the City of Bedford, and the Bedford Park and Recreation Board, be approved as follows:

This Ordinance amended Ordinance 3-2023 dated March 15, 2023 in the following manner:

Added Training Officer Class 1-3

Added Section 14(b) regarding Police Department hiring/lateral transfer bonuses

Salaried positions are based on working 40 hours per week.

	2023 Rates	
Street Commissioner.....	\$ 2,493.44	Bi-Weekly
Director of Parks and Recreation.....	\$ 2,493.44	Bi-Weekly
Plan Commissioner	\$ 2,516.52	Bi-Weekly
Utilities Director.....	\$ 2,539.61	Bi-Weekly
Transportation Director.....	\$ 2,447.27	Bi-Weekly
Business & Community Development Director.....	\$ 2,493.44	Bi-Weekly
Director of Administrative Services.....	\$ 2,516.52	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 2,068.75	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$ 2,068.75	Bi-Weekly
City Attorney.....	\$ 1,047.68	Bi-Weekly
City Engineer.....	\$ 1,000.04	Bi-Weekly
2nd Deputy Clerk-Treasurer.....	\$ 1,947.96	Bi-Weekly
Assistant Street Commissioner.....	\$ 25.92	Hourly
Assistant Planning Commissioner.....	\$ 25.92	Hourly
Assistant Utilities Director.....	\$ 25.92	Hourly
Inspector.....	\$ 23.32	Hourly
Stormwater Coordinator.....	\$ 23.32	Hourly
Mayor's Assistant.....	\$ 2,172.78	Bi-Weekly
Operations Manager.....	\$ 25.92	Hourly
Fleet/Facilities Manager.....	\$ 25.92	Hourly
Recreation Director.....	\$ 25.92	Hourly
Assistant Recreation Director.....	\$ 25.22	Hourly
Recreation Programmer.....	\$ 14.53	Hourly
Golf Professional	\$ 2,157.13	Bi-Weekly
Filtration Plant Superintendent.....	\$ 26.73	Hourly
Distribution System Superintendent.....	\$ 26.73	Hourly

Distribution System Supervisor.....	\$	25.22	Hourly
Waste Water Plant Superintendent.....	\$	26.73	Hourly
Assistant Plant Superintendent.....	\$	25.22	Hourly
Plant Operator Licensed Class 1.....	\$	23.72	Hourly
Plant Operator Licensed Class 2.....	\$	23.05	Hourly
Water DSL Licensed Class 1.....	\$	23.72	Hourly
Water DSL Licensed Class 2.....	\$	23.05	Hourly
Plant Operator Class 3.....	\$	22.39	Hourly
Plant Operator Class 4.....	\$	21.65	Hourly
Water/Sewer Distribution Maintenance Class 1.....	\$	23.05	Hourly
Water/Sewer Distribution Maintenance Class 2.....	\$	22.39	Hourly
Water/Sewer Distribution Maintenance Class 3.....	\$	21.65	Hourly
Water/Sewer Distribution Maintenance Class 4.....	\$	20.87	Hourly
Water/Sewer Distribution Maintenance Class 5.....	\$	20.16	Hourly
Storm Water Maintenance Class 1.....	\$	23.05	Hourly
Storm Water Maintenance Class 2.....	\$	22.39	Hourly
Storm Water Maintenance Class 3.....	\$	21.65	Hourly
Meter Readers Class 1.....	\$	22.39	Hourly
Meter Readers Class 2.....	\$	21.65	Hourly
Meter Readers Class 3.....	\$	20.87	Hourly
Meter Readers Class 4.....	\$	20.16	Hourly
Project/Inventory Coordinator - Class 1.....	\$	23.05	Hourly
Project/Inventory Coordinator - Class 2.....	\$	22.39	Hourly
Project/Inventory Coordinator - Class 3.....	\$	21.65	Hourly
Truck Drivers - Class 1.....	\$	23.05	Hourly
Truck Drivers - Class 2.....	\$	22.39	Hourly
Truck Drivers - Class 3.....	\$	21.65	Hourly
Truck Drivers - Class 4.....	\$	20.87	Hourly
Truck Drivers - Class 5.....	\$	20.16	Hourly
Bus Driver - Class 1.....	\$	23.05	Hourly
Bus Driver - Class 2.....	\$	22.39	Hourly
Bus Driver - Class 3.....	\$	21.65	Hourly
Bus Driver - Class 4.....	\$	20.87	Hourly
Bus Driver - Class 5.....	\$	20.16	Hourly
Humane Officer - Class 1.....	\$	21.58	Hourly
Humane Officer - Class 2.....	\$	20.82	Hourly
Humane Officer - Class 3.....	\$	20.13	Hourly
Humane Officer - Class 4.....	\$	19.58	Hourly
Humane Officer - Class 5.....	\$	19.36	Hourly
Laborer - Class 1.....	\$	20.95	Hourly
Laborer - Class 2.....	\$	20.23	Hourly
Laborer - Class 3.....	\$	19.50	Hourly
Laborer - Class 4.....	\$	18.75	Hourly
Laborer - Class 5.....	\$	18.02	Hourly
Skilled Labor - Class 1.....	\$	21.59	Hourly
Skilled Labor - Class 2.....	\$	20.84	Hourly
Skilled Labor - Class 3.....	\$	20.12	Hourly

Skilled Labor - Class 4.....	\$	19.35	Hourly
Skilled Labor - Class 5.....	\$	18.62	Hourly
Packer Operator - Class 1.....	\$	23.05	Hourly
Packer Operator - Class 2.....	\$	22.39	Hourly
Packer Operator - Class 3.....	\$	21.65	Hourly
Packer Operator - Class 4.....	\$	20.87	Hourly
Packer Operator - Class 5.....	\$	20.16	Hourly
Golf Course Superintendent.....	\$	25.92	Hourly
Assistant Golf Course Superintendent.....	\$	25.22	Hourly
Park Maintenance Superintendent.....	\$	25.92	Hourly
Park Maintenance Assistant Superintendent.....	\$	25.22	Hourly
Mechanic - Class 1.....	\$	22.68	Hourly
Mechanic - Class 2.....	\$	22.00	Hourly
Mechanic - Class 3.....	\$	21.22	Hourly
Mechanic - Class 4.....	\$	20.44	Hourly
Custodian - Class 1.....	\$	19.16	Hourly
Custodian - Class 2.....	\$	18.42	Hourly
Custodian - Class 3.....	\$	17.67	Hourly
Custodian - Class 4.....	\$	15.65	Hourly
Office Manager - Class 1.....	\$	23.32	Hourly
Office Manager - Class 2.....	\$	22.53	Hourly
Office Manager - Class 3.....	\$	21.78	Hourly
Office Manager - Class 4.....	\$	21.03	Hourly
Office Manager - Class 5.....	\$	20.33	Hourly
Clerk - Class 1.....	\$	18.42	Hourly
Clerk - Class 2.....	\$	17.67	Hourly
Clerk - Class 3.....	\$	16.94	Hourly
Clerk - Class 4.....	\$	16.19	Hourly
Clerk - Class 5.....	\$	15.45	Hourly
Clerk - Class 6.....	\$	14.72	Hourly
Clerk - Class 7.....	\$	14.35	Hourly
Auditor.....	\$	25.92	Hourly
Part-Time Code Enforcer.....	\$	20.00	Hourly
Radio Dispatch Supervisor.....	\$	23.50	Hourly
Radio Dispatcher - Class 1.....	\$	20.66	Hourly
Radio Dispatcher - Class 2.....	\$	19.97	Hourly
Radio Dispatcher - Class 3.....	\$	19.30	Hourly
Radio Dispatcher - Class 4.....	\$	18.64	Hourly
Radio Dispatcher - Class 5.....	\$	18.02	Hourly
Part-Time Radio Dispatcher Class 1.....	\$	20.27	Hourly
Part-Time Radio Dispatcher Class 2.....	\$	19.68	Hourly
Part-Time Radio Dispatcher Class 3.....	\$	19.10	Hourly
Part-Time Radio Dispatcher Class 4.....	\$	18.54	Hourly
Part-Time Radio Dispatcher Class 5.....	\$	18.01	Hourly
Part-Time Radio Dispatcher Class 6.....	\$	17.48	Hourly
Part-Time Radio Dispatcher Class 7.....	\$	16.97	Hourly
Radio Dispatcher/IDACS Coordinator.....	\$	22.19	Hourly

Temporary Labor - Class 1.....	\$	11.28	Hourly
Temporary Labor - Class 2.....	\$	10.80	Hourly
Temporary Labor - Class 3.....	\$	10.42	Hourly
Temporary Labor - Class 4.....	\$	10.00	Hourly
Temporary Labor - Class 5.....	\$	9.57	Hourly
Temporary Labor - Class 6.....	\$	9.16	Hourly
Temporary Labor - Class 7.....	\$	8.75	Hourly
Temporary Labor - Class 8.....	\$	8.57	Hourly
Temporary Labor - Class 9.....		Current Minimum Wage	
Pool Manager.....	\$	18.17	Hourly
Assistant Pool Manager.....	\$	16.07	Hourly
Temporary Clerk - Class 1.....	\$	15.19	Hourly
Temporary Clerk - Class 2.....	\$	14.53	Hourly
Temporary Clerk - Class 3.....	\$	13.86	Hourly
Temporary Clerk - Class 4.....	\$	13.21	Hourly
Temporary Clerk - Class 5.....	\$	12.53	Hourly
Temporary Clerk - Class 6.....	\$	11.85	Hourly
Temporary Clerk - Class 7.....	\$	11.32	Hourly
Temporary Clerk - Class 8.....	\$	10.59	Hourly
Temporary Clerk - Class 9.....	\$	10.01	Hourly
Temporary Clerk - Class 10.....	\$	9.46	Hourly
Temporary Clerk - Class 11.....	\$	8.96	Hourly
Temporary Clerk - Class 12.....	\$	8.57	Hourly
Temporary Clerk - Class 13.....		Current Minimum Wage	
Lifeguard - Class 1.....	\$	13.13	Hourly
Lifeguard - Class 2.....	\$	12.60	Hourly
Cashier - Class 1.....	\$	10.30	Hourly
Cashier - Class 2.....	\$	10.00	Hourly
Cashier - Class 3.....	\$	9.57	Hourly
Cashier - Class 4.....	\$	9.16	Hourly
Cashier - Class 5.....	\$	8.75	Hourly
Cashier - Class 6.....	\$	8.57	Hourly
Cashier - Class 7.....		Current Minimum Wage	
Plan Commission Board.....	\$	55.22	Monthly
Board of Zoning Appeals.....	\$	55.22	Monthly
Park Board.....	\$	55.22	Monthly
Technically Skilled Labor - Class 1.....	\$	23.57	Hourly
Technically Skilled Labor - Class 2.....	\$	22.85	Hourly
Technically Skilled Labor - Class 3.....	\$	22.07	Hourly
Technically Skilled Labor - Class 4.....	\$	21.35	Hourly
Heavy Equipment Operator - Class 1.....	\$	23.57	Hourly
Heavy Equipment Operator - Class 2.....	\$	22.85	Hourly
Heavy Equipment Operator - Class 3.....	\$	22.07	Hourly
Heavy Equipment Operator - Class 4.....	\$	21.35	Hourly
Maintenance Men - Class 1.....	\$	23.05	Hourly
Maintenance Men - Class 2.....	\$	22.39	Hourly
Maintenance Men - Class 3.....	\$	21.65	Hourly

Maintenance Men - Class 4.....	\$	20.87	Hourly
Maintenance Men - Class 5.....	\$	20.16	Hourly
Crossing Guards - Class 1.....	\$	35.97	Daily
Crossing Guards - Class 2.....	\$	28.79	Daily
Crossing Guards - Class 3.....	\$	18.71	Daily

PUBLIC SAFETY

Chief of Police.....	\$	2,585.79	Bi-Weekly
Assistant Chief - Colonel.....	\$	2,490.27	Bi-Weekly
Major.....	\$	2,453.43	Bi-Weekly
Captain.....	\$	2,361.89	Bi-Weekly
Lieutenant.....	\$	2,160.27	Bi-Weekly
Sergeant.....	\$	2,101.69	Bi-Weekly
Corporal.....	\$	2,081.77	Bi-Weekly
Police Officer 1st Class.....	\$	2,062.49	Bi-Weekly
Police Officer 2nd Class.....	\$	2,043.07	Bi-Weekly
Police Officer 3rd Class.....	\$	2,024.30	Bi-Weekly
Fire Chief.....	\$	2,585.79	Bi-Weekly
Deputy Chief.....	\$	2,490.27	Bi-Weekly
Battalion Chief.....	\$	2,453.43	Bi-Weekly
Captain.....	\$	2,361.89	Bi-Weekly
Lieutenant.....	\$	2,160.27	Bi-Weekly
Fire Inspector Class 1.....	\$	2,361.89	Bi-Weekly
Fire Inspector Class 2.....	\$	2,240.73	Bi-Weekly
Fire Inspector Class 3.....	\$	2,160.27	Bi-Weekly
Training Officer Class 1.....	\$	2,361.89	Bi-Weekly
Training Officer Class 2.....	\$	2,240.73	Bi-Weekly
Training Officer Class 3.....	\$	2,160.27	Bi-Weekly
Senior Firefighter.....	\$	2,101.69	Bi-Weekly
Firefighter (First Class).....	\$	2,062.49	Bi-Weekly
Firefighter (Second Class).....	\$	2,043.07	Bi-Weekly
Firefighter (Third Class).....	\$	2,024.30	Bi-Weekly

SECTION 2. In the event that an employee of another city department is also employed by the Department of Transportation, then, and in that event, such employee's regular salary from such other city department shall be reduced by an amount equal to the amount received by such employee from the Department of Transportation.

SECTION 3. All civilian employees of the Police and Fire Departments, who are required to be on duty on a holiday (all holidays under this section shall be such day or days as shall be designated as a holiday by the City of Bedford's personnel policy or by the Mayor of the City of Bedford) shall be granted one (1) compensatory day off in addition to such employee's regular days off. Such compensatory day off to be determined by the Chief of such employee's department.

SECTION 4. That the additional compensation of the appointed officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant, Water Works Department and the Storm Water Department of the City of Bedford, as previously fixed by the Board of Public Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

Sewer Department and Sewage Disposal Plant

City Attorney.....	\$	219.68	Bi-Weekly
Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
City Engineer.....	\$	101.48	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

Water Works Department

City Attorney.....	\$	99.31	Bi-Weekly
Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
City Engineer.....	\$	101.48	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

WATER DEPARTMENT

City Engineer.....	\$	101.48	Bi-Weekly
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SECTION 5. That Utilities Director and Assistant Utilities Director shall receive 42% from the Water Department and 58% from the Sewer Department divided as 42% for sewer fund, 8% for trash fund and 8% for storm water fund. The Auditor, Office Managers, Water/Sewer Superintendents, Water/Sewer Distribution employees, Heavy Equipment Operators, Meter Readers, Maintenance Employees, Clerks, Project Inventory Coordinators and Custodian employed by the City Utility shall receive one-half of the base wage from the Sewer Department fund and one-half of the base wage from the Water Department fund.

SECTION 6. That all employees of the City of Bedford shall be eligible to participate in the group health insurance plan as approved by the Bedford Board of Public Works & Safety.

The City shall pay 100% of the Dental Insurance.
 Unless specifically modified herein, all other parts of Ordinance 18-2022 shall remain in full force and effect.

City of Bedford United Health Care (AIM Trust)

January 1, 2023 - December 31, 2023

Plan 1 - \$1,500 Deductible (PPO)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$932.46	\$2,424.40	\$1,836.94	\$2,666.82
Employer Share	\$743.14	\$1,932.14	\$1,463.96	\$2,125.35
Employee Monthly	\$189.32	\$492.26	\$372.98	\$541.47
*Employee Per Pay	\$94.66	\$246.13	\$186.49	\$270.74

Plan 2 - \$3,500 HDHP (High Deductible Health Plan) with HSA (Health Savings Account)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$744.52	\$1,935.75	\$1,466.69	\$2,129.31
Employer Share	\$636.90	\$1,662.44	\$1,254.36	\$1,830.84
Employee Monthly	\$107.62	\$273.31	\$212.34	\$298.48
*Employee Per Pay	\$53.81	\$136.66	\$106.17	\$149.24
Quarterly Employer Contribution to HSA	\$250.00	\$500.00	\$500.00	\$500.00

*Note: The Wellness Benefit is not included in the numbers listed above.

SECTION 7. That all employees may voluntarily participate in the City of Bedford wellness program. The employee will present this testing information to a physician. The physician has to sign off on reviewing the test results (four points). The employee may also receive benefits by providing documentation of Preventative Care Services (one point). It is the employee's responsibility to have all documents turned in by January 31, 2023 to the Clerk Treasurers Office/ HR Office.

Any employee not having their healthcare provider statement executed and turned in by January 31, 2023 will forfeit their wellness credits as of January 1, 2023.

The employee will receive a reduction in their health insurance premium reference the point system, which is withheld twice per month for active employees. *Note: The Wellness benefit is not included in numbers listed above.

A participating active employee may ultimately receive a maximum reduction of \$105.00 per withholding (twice monthly at \$52.50 a pay). This reduction only applies to the member and his/her participation; it is not available to spouses or dependents.

The City of Bedford reserves the right to suspend the reduction in premiums for active employees. This health screen will be administered annually and the applicable employee reduction will be in effect from January 1 – December 31 of the following calendar year

The City shall reimburse its employees up to One Hundred Fifty Dollars (\$150.00) annually for gym membership expenses incurred by the employee. Reimbursement shall be made toward expenses incurred at a professional gym whose principal business is exercise and physical fitness training. Employees must present receipts for expenses incurred to the City Clerk-Treasurer for reimbursement to occur. The annual reimbursement allowance shall be calculated for each employee for expenses incurred between January 1 and December 31 each year. Employees shall be reimbursed one time per year when receipts total One Hundred Fifty Dollars (\$150.00).

SECTION 8. That employees of the Bedford Street Department who specialize in Animal Control, Bedford City Utilities, Park and Otis Departments who are "on call" to provide emergency after hours coverage, and Bedford Police Department criminal investigation division employees who are required to serve in an on call capacity after hours are hereby entitled to "on call" pay as provided by Resolution 3-2014, passed and adopted on the 18th day of August, 2014 as amended by Resolution 4-2014, passed and adopted on the 15th day of December 2014 as amended by Resolution 2-2016 passed and adopted the 26th day of September, 2016 as amended by Resolution 5-2016 passed and adopted the 21st day of November, 2016 by the Board of Public Works and Safety. The following schedule shall be used to compensate said employees:

Street Department, Parks and Otis Departments, Bedford City Utilities & Police Department "On Call" pay..... 0.69 Hourly

SECTION 9. That all Firefighters and Police Officers shall receive an annual clothing allowance not to exceed \$900.00 during years's 2 & 3 of service. Beginning in year 4 of service said clothing allowance shall be reduced to the State minimum requirement of \$200.00 and the remaining \$700.00 will be added to longevity pay which will begin in year 4 of service & there after. Said Clothing Allowance shall be paid twice a year, once in June and once in December and shall be subject to all payroll withholdings except receipts applied to the accountable plan.

SECTION 10. That all Police and Firefighters who are required to be on duty on a holiday shall be granted one (1) compensatory day off in addition to such employees regular day off, such compensatory day off to be determined by the Chief of Police and the Fire Chief. All compensatory days off earned under this section shall be used within one year from the date of the holiday. Should an employee who is scheduled to work a holiday elect to take such holiday off, the day off shall be considered as his/her compensatory day, and no other compensatory day shall be due the employee for that particular holiday. The normal shift manning rules shall apply to any holiday.

SECTION 11. That the salaries approved in Section 1 herein-above be provided for in the budget for the City of Bedford for the year of 2023.

SECTION 12. That from and after January 1, 2023, all salaries of employees and officials, both elected and appointed, and all hourly rated employees of the City of Bedford shall be paid every two weeks on Friday.

SECTION 13. a) That each Firefighter and Police Officer employed by the City of Bedford shall be eligible for and shall receive additional Length of Service compensation based upon the consecutive number of years of service by each of them. The following schedule shall be used to determine the amount of said Length of Service Compensation Payment:

Beginning 4th year.....	\$	61.61	Bi-Weekly
Beginning 5th year.....	\$	65.07	Bi-Weekly
Beginning 6th year.....	\$	68.53	Bi-Weekly
Beginning 7th year.....	\$	72.00	Bi-Weekly
Beginning 8th year.....	\$	75.46	Bi-Weekly
Beginning 9th year.....	\$	78.92	Bi-Weekly
Beginning 10th year.....	\$	82.38	Bi-Weekly
Beginning 11th year.....	\$	85.84	Bi-Weekly
Beginning 12th year.....	\$	89.30	Bi-Weekly
Beginning 13th year.....	\$	92.76	Bi-Weekly
Beginning 14th year.....	\$	96.23	Bi-Weekly
Beginning 15th year.....	\$	99.69	Bi-Weekly
Beginning 16th year.....	\$	103.15	Bi-Weekly
Beginning 17th year.....	\$	106.61	Bi-Weekly

Beginning 18th year.....	\$ 110.07 Bi-Weekly
Beginning 19th year.....	\$ 113.53 Bi-Weekly
Beginning 20th year.....	\$ 155.50 Bi-Weekly

b) Said Length of Service Compensation shall be paid to an eligible employee commencing with the first payroll following the beginning year of day of employment of the employee. Such payment shall be paid over the ensuing 12 months as part of the regular payroll and shall be subject to all regular payroll withholding.

c) Length of Service Compensation Payment for all Police Officers and Firefighters employed by the City of Bedford prior to August 1, 1984, shall be based upon the total number of years of service by each of them.

SECTION 14.

a) The Police Department and Fire Department have an Overtime/Compensation line item and will disburse the monies to employees according to the guidelines set forth in the Fire Department and Police Department SOP for Overtime/Compensation.

b) The Police Department shall offer a one-time *new hire sign on bonus of \$5,000 in addition to regular salary as follows: \$2,500.00 on first paycheck and \$2,500.00 with completion of Academy graduation, FTO program, and probation year.
*Subject to reimbursement policy

c) The Police Department shall offer a one-time *Lateral Officer hiring bonus of \$7,500.00 to \$10,000.00 depending of years of service in addition to regular salary as follows: \$3,000.00 on first paycheck; \$3,000.00 with completion of probation year; 1/2 of remaining balance at 18 months of hire and remaining balance at 24 months of hire.
*Subject to reimbursement policy

SECTION 15. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at a regular meeting held

this 16 day of Oct, 2023.


Samuel J. Craig, Presiding Officer

ATTEST:

Billie Tumey, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 16 day of Oct, 2023

2. Ordinance 20-2023 -Amending Zone Map -From R-3 to B-1-For Forrest Lake-1323 5th Street.-Brandon Woodward

- 1323 5th Street has been a car lot in the past. Forrest Lake has asked for the location to be rezoned from R-3 to B-1. The business must match the surrounding businesses.
 - On September 12, 2023, the Planning Commission had a preliminary hearing for the request.
 - On October 10,2023, the Planning Commission had a public hearing on the request. No public input or opposition was received.
 - The Planning Commission approved the request to go to the council for their approval to rezone 1323 5th Street from R-3 to B-1.
 - The location will be changed to a barber shop and an office will be added to the current building.
-
- Larry Hardman made the motion to approve the first Passage of Ordinance 20-2023
 - Angel Hawkins seconded the motion,
 - Angel Hawkins made the motion to approve the second Passage of Ordinance 20-2023
 - Judy Carlisle seconded the motion,
 - ***All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 20-2023 will be presented at the November 20th, 2023, meeting.***

ORDINANCE NO. 20 -2023

AN ORDINANCE AMENDING THE ZONE MAP
INCORPORATED IN AND MADE A PART OF
CHAPTER 150 OF THE CITY CODE OF 1984

BE IT ORDAINED by the Common Council of the City of Bedford,
Indiana:

Section 1. That the Zone Map incorporated in and made a part
of Title 15 (Chapters 150-157) of the Bedford City Code be
and the same hereby is amended so as to classify the following
described parcels of real estate in Lawrence County, Indiana,
47421 to Convenience Business District (B-1), to-wit:

**SHAW PT LOT 27 94 X 68, Commonly referred to as 1323 5th
Street Bedford, Indiana. Parcel # 47-06-14-211-024.000-010**

Section 2. That all regulations applicable to Convenience Business
(B-1) Districts under the terms and provisions of Chapter 155 of
the Bedford City Code shall hereafter apply to and regulate the
above-described Territory is to which said Zone Map is hereby
amended.

Section 3. This ordinance shall be in effect from and after its
Passage and approval by the Mayor.

Passed and adopted by the Common Council of the City of
Bedford, Indiana, this 20th day of November 2023.

Presiding Officer

ATTEST:

Billie Tumey, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford, Indiana, this 20th day of
November, 2023.

Billie Tumey, Clerk-Treasurer

This ordinance approved and signed by me this 20th day of
November, 2023.

Samuel J. Craig, Mayor

ATTEST:

Billie Tumey, Clerk-Treasurer

3. Ordinance 21-2023 -Amending Ordinance 24-2008-Governing the Collection and Disposal of Trash, Garbage and Refuse Within The City of Bedford, Indiana to Include Incremental Fee Increases Through 2027-Misty Adams, David Flinn

- David Flinn addressed the council and stated that the city passed a trash ordinance years ago to collect trash fees and it has worked fine, until now where we are running out of money.
 - The sanitation department has three trucks, a 2008,2010 and 2019. We just spent \$35,000 on the newest truck in the last year and a half. And one of the others is in the garage to have a new transmission for around \$12,000.
 - We are dealing with antiquated equipment. In 2008, the trash truck cost \$175,000 today the same truck is \$375,000.
 - The hourly wage in 2008 was \$14 to \$16 an hour, now it is \$21 to \$23. Fuel cost are increasing.
 - We are funding this with the same \$12.98 a month fee.
 - This has been a discussion over the last few years on how to fix this funding issue.
 - The proposed ordinance will allow the increase in the sanitation rate beginning December 20,2023 increase the fee from \$12.98 to \$15 a month. The next year it will increase another dollar, the following year fifty cents and the fourth year another fifty cents. For a total of \$17 after the fourth year.
 - Councilman Hardman stated he was on the Solid Waste Board, and they are having the same problem.
 - Councilman Bortner stated that it makes sense to increase it slowly.
 - Mayor Craig stated that four years ago, we were looking at increasing sewer rates and sanitation rates, then COVID hit. This is one reason we are looking at this currently. If we had done it at that time, we would have been better than we are right now.
 - The count of tote in March was 5205 (for residents) plus non-for profits.
 - The increase would generate approximately \$10,514 a month. A year, \$126,169. This is about half of what a new truck would be. This would be a good start on getting things to where we need to.
 - The additional funds are scheduled to be put into a depreciation account for trucks.
 - The department is doing a better job maintaining the trucks than had been done in the past.
 - The department also picks up brushes and other items at no extra cost.
 - Councilwoman Hawkins ask if the city thought about offering businesses the service at a different rate?
 - David Flinn stated that we currently do not have the manpower to handle that.
- Larry Hardman made the motion to approve the first Passage of Ordinance 21-2023
 - Angel Hawkins seconded the motion,
 - Judy Carlisle made the motion to approve the second Passage of Ordinance 21-2023
 - Brad Bough seconded the motion,
 - ***All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 21-2023 will be presented at the November 20th, 2023, meeting.***

ORDINANCE NO. 21-2023

AN ORDINANCE AMENDING ORDINANCE 24-2008 GOVERNING THE COLLECTION AND DISPOSAL OF TRASH, GARBAGE, AND REFUSE WITHIN THE CITY OF BEDFORD, INDIANA TO INCLUDE INCREMENTAL FEE INCREASES THROUGH 2027

WHEREAS, Ordinance No. 24-2008 governs the collection and disposal of trash, garbage, and refuse within the City of Bedford, Indiana; and

WHEREAS, the cost of providing the trash collection service has been increasing steadily over the last number of years; and

WHEREAS, there is a need to add incremental fee increases to offset the rising cost of providing the trash collection service; and

WHEREAS, the city has caused notice of a public hearing on the matter of fee increases to be published in accordance with the act and Indiana Code 5-3-1, and has considered the evidence presented at said public hearing prior to consideration of this ordinance;

NOW THEREFORE, BE IT ORDAINED by the Common Council of the City of Bedford, that: Section 1. Scope of services; fees and billing and collection and appropriation of payments of Ordinance 24-2008 be amended to read as follows:

SCOPE OF SERVICES; FEES AND BILLING

(B) There is hereby imposed an increase in fee to \$15.00 per month upon each residential unit contained in a structure consisting of one through 4 residential units. Owners of real estate containing five or more residential units shall be charged a fee equal to 80% of the number of the total number of units owned multiplied by \$15.00.

(2) For billing purposes of the \$15.00 monthly fee (except for apartment buildings, trailer parks, or other similar residential structures containing five units or more) it shall be presumed that each water meter of the Utilities Department serves as a structure for which the \$15.00 monthly fee is due.

This fee increase as herein set forth shall become effective on the December 20, 2023 billing.

(C) There is hereby imposed an increase in fee to \$16.00 per month upon each residential unit contained in a structure consisting of one through 4 residential units.

Owners of real estate containing five or more residential units shall be charged a fee equal to 80% of the number of the total number of units owned multiplied by \$16.00.

(2) For billing purposes of the \$16.00 monthly fee (except for apartment buildings, trailer parks, or other similar residential structures containing five units or more) it shall be presumed that each water meter of the Utilities Department serves as a structure for which the \$16.00 monthly fee is due.

This fee increase as herein set forth shall become effective on the December 20, 2024 billing.

(D) There is hereby imposed an increase in fee to \$16.50 per month upon each residential unit contained in a structure consisting of one through 4 residential units. Owners of real estate containing five or more residential units shall be charged a fee equal to 80% of the number of the total number of units owned multiplied by \$16.50.

(2) For billing purposes of the \$16.50 monthly fee (except for apartment buildings, trailer parks, or other similar residential structures containing five units or more) it shall be presumed that each water meter of the Utilities Department serves as a structure for which the \$16.50 monthly fee is due.

This fee increase as herein set forth shall become effective on the December 20, 2025 billing.

(E) There is hereby imposed an increase in fee to \$17.00 per month upon each residential unit contained in a structure consisting of one through 4 residential units. Owners of real estate containing five or more residential units shall be charged a fee equal to 80% of the number of the total number of units owned multiplied by \$17.00.

(2) For billing purposes of the \$17.00 monthly fee (except for apartment buildings, trailer parks, or other similar residential structures containing five units or more) it shall be presumed that each water meter of the Utilities Department serves as a structure for which the \$17.00 monthly fee is due.

This fee increase as herein set forth shall become effective on the December 20, 2026 billing.

COLLECTION AND APPROPRIATION OF PAYMENTS

The fees as provided for in this subchapter shall be paid as they become due at the Office of the City Utilities department. For customers of the city's water and /or sewer utilities, the city shall place the monthly fees on water and sewer bills generated by the city utilities department. For residential units subject to the trash collection fee that are not customers of the city utilities, the city shall bill customers the monthly fees separately. All collected payments shall be and constitute a separate and distinct fund from other funds of the city and shall not be merged or co-mingled with other funds of the city. Section 2. This fee increases as herein set forth shall become effective on the December 20, 2023 billing through the December 20, 2026 billing.

Section 3. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor in the manner provided by law.

4. Ordinance 22-2023 -Amending Ordinance 13-1969As Amended By Ordinance 27-2008 Regarding The Collection and Disposal of Trash, Garbage and Refuse Within The City of Bedford, Indiana-Misty Adams, David Flinn

- David Flinn stated that this shows the new fee schedule for the churches and nonprofits.
- Changing the leaf season times and yard waste dates.
- Holiday date changes for pickup.

- Dan Bortner made the motion to approve the first Passage of Ordinance 22-2023
- Larry Hardman seconded the motion,
- Judy Carlisle made the motion to approve the second Passage of Ordinance 22-2023
- Angel Hawkins seconded the motion,
- *All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 22-2023 will be presented at the November 20th, 2023, meeting.*

ORDINANCE NO. 22-2023

AN ORDINANCE AMENDING ORDINANCE 13-1969 AS AMENDED BY ORDINANCE 27-2008 REGARDING THE COLLECTION AND DISPOSAL OF TRASH, GARBAGE, AND REFUSE WITHIN THE CITY OF BEDFORD, INDIANA

WHEREAS, Ordinance No. 24-2008 is regarding the collection and disposal of trash, garbage, and refuse within the City of Bedford, Indiana; and

WHEREAS, there is a need for amendments to Section 2, Section 9, and Section 17;

NOW THEREFORE, BE IT ORDAINED by the Common Council of the City of Bedford, that: Section 1. That Section 2, Section 9, and Section 17 of Ordinance 24-2008 be amended to read as follows:

Section 2. Churches and Non-Profits

Garbage and refuse will be picked up from churches and non-profits. This would include, but not be limited to churches, charitable organizations, and civic organizations. It does not include fraternal organizations, social clubs, or professional or trade organizations. These organizations who request the service will pay the monthly fee of \$15.00 per month, per toter required. Billing will begin on the December 20th 2023 billing. These organizations who request the service will pay the monthly fee of \$16.00 per month, per toter required. Billing will begin on the December 20th 2024 billing. These organizations who request the service will pay the monthly fee of \$16.50 per month, per toter required. Billing will begin on the December 20th 2025 billing. These organizations who request the service will pay the monthly fee of \$17.00 per month, per toter required. Billing will begin on the December 20th 2026 billing.

Section 9. Yard Waste Yard Waste shall be placed in either 96 gallon or 64-gallon Toters.

Yard Waste includes uncontaminated organic waste: garden waste, wood chips, grass clippings, leaves, plants, sawdust, pine needles, fruits, and rose and bush clippings will be collected if by its size is capable of being placed in a Toter which is to be picked up by the Bedford City Utilities Sanitation Department on trash day from April through October.

November thru March is on a call in basis. Bags of yard waste that are outside the Toter will

not be picked up. Yard waste cannot be accepted in bags in the Toter. **Section 17.**

Holidays

If your regularly scheduled trash collection day falls on an observed City of Bedford holiday, collection services may still be picked up on that holiday or there may be a Saturday pickup dependent on the observed holiday by the City of Bedford. A City of Bedford Holiday office calendar and associated rescheduled trash services are produced to customers annually.

Section 2. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor in the manner provided by law.

Passed and adopted by the Common Council of the City of Bedford, Indiana, this 16th

5. Update Information-Shance Sizemore

- **Bedford Urban Enterprise Zone will expire on December 31, 2023.**
- Shance Sizemore provided a history of the enterprise zone.
- Inventory tax went away and that was the main funding source for the zone and purpose for the zone. Nothing that is currently assessed will continue until they expire.
- There are three options the city may consider before the zone expires.
- Choose to let the zone expire and cease all new zone incentives.
- Look at realigning zone boundaries to create a zone that meets a different need (e.g., creating a district to incentivize downtown investment).
- Renew the charter and continue the operation of the zone and the association in its current operating capacity.
- Mayor Craig stated that as far as administration, we prefer to continue with the tax abatement process with council controls. Allow the zone to die off and complete the current dedicated abatement fee until it expires.
- The previous ordinance states that the zone expires at the end of 2023. No additional action is necessary.

- **Lawrence County Economic Growth Council**
- Shance Sizemore gave an update on the progress with the growth council.
- Businesses are growing and increasing, population growth in the county.
- People moving in from other states.
- Wages in the region are increasing. Average wage in our area is \$19 to \$20 an hour.
- Manufacturing jobs are increasing 200%
- Crane contractors are expanding. SAIC continues to expand.
- GM growth is continuing.
- Several projects are in the works.

6. Discussion

- Mayor Craig stated that the contract discussion is continuing with the White River Humane Society. There are some concerns about the timing for holding animals and what the state statute requires.
- Mayor Craig discussed the possibility of moving the Council meetings to the third Tuesday of the month at the September meeting. Some council members had some concerns and will look also at Thursday nights and discuss them at the next meeting.
- A payroll item to bring up to the council is moving some of the budgeted funds from the police payroll line to the police overtime line. There is plenty of funding there to cover the overtime costs the department is seeing due to the staffing shortage.
-

4. Adjourn

- ❖ Judy Carlisle made the motion to adjourn,
- ❖ Larry Hardman seconded the motion,
- ❖ *All votes were in favor, No one Opposed, Passed, Meeting Adjourned*

Bedford City Council 2023

- *Judy Carlisle, President* _____
- *Penny May* _____
- *Ryan Griffith* _____
- *Angel Hawkins* _____
- *Dan Bortner* _____
- *Larry Hardman* _____
- *Brad Bough* _____

Attest: Billie Tumeay
Clerk-Treasurer _____